



Milwaukee Police Department
Police Administration Building
749 West State Street
Milwaukee, Wisconsin 53233
<http://www.milwaukee.gov/police>

Jeffrey B. Norman
Acting Chief of Police

(414) 935-7200

October 11, 2021

President Cavalier Johnson
City of Milwaukee
200 East Wells Street, Room 205
Milwaukee, WI 53202

Dear President Johnson:

With this letter I would like to appoint the following members of the Milwaukee Police Department to serve on the Black Male Achievement Advisory Council:

Steven Johnson, Captain of the Patrol Bureau

Note: Captain Johnson is nominated to replace Inspector Willie Murphy who will retire in December.

Sincerely,

A handwritten signature in black ink, appearing to read 'J B Norman', with a long horizontal flourish extending to the right.

JEFFREY B. NORMAN
ACTING CHIEF OF POLICE

C: Mayor Tom Barrett
Alderman Ashanti Hamilton
Joanna Polanco, Staff Assistant

Steven Johnson

414-550-2004
stjohn@milwaukee.gov

1601 West Galena Street
Milwaukee, WI 53205

Career Summary

Well qualified for **Executive Command in Law Enforcement**. Background includes 23+ years of comprehensive career growth in the Milwaukee Police Department, most recently serving as Captain for one of the city's largest and most challenging districts. History of demonstrating solid command abilities in patrol bureau operations, as well as criminal investigation leadership expertise. Creative problem solver, skilled in mobilizing teams, planning and implementing effective strategies, and leading collaborations with partner agencies, community organizations, and area businesses.

Milwaukee Police Department Experience

Captain of Police – Patrol Bureau / District 3 Commander

September 2020 – Present

Hold 24/7 accountability in directing 3 lieutenants and overseeing a total of 178 personnel (including 18 sergeants, 150 officers, and 7 civilians) in servicing 100,000+ residents within 11.8 square mile district. Lead delivery of services that include life and property protection, criminal activity suppression, public peace maintenance, and law enforcement. Command district responses to wide range of calls that include homicides, sensitive crimes, sexual assaults, armed robberies, burglaries, fatal accidents, and domestic violence. Support crime analysis and vice control activities. Administer annual overtime budget of \$1.5M+.

- Plan, allocate, and deploy personnel and other resources for detection, investigation, and reduction of crime. Lead initiatives to improve resource allocation efficiency. Assign initial investigations to lieutenants. Review results and recommend disposition status as sustained or unfounded. Oversee evidence handling and storage.
- Conduct performance reviews for lieutenants; review / approve all other reviews. Oversee training, diversity, and professional development activities. Ensure district compliance with Code of Conduct, SOP, ethical standards, and productivity goals.
- Act as district liaison with federal, state, and local law enforcement agencies. Represent the district in meetings and foster cooperation with community stakeholders, elected officials, other government entities, and business leaders.
- As a strategic partner in the FBI TFO (Task Force Officers), co-directed investigation of crimes involving gun violence and narcotics, with the use of confidential informants. Activities resulted in 52 firearms recovered, a significant amount of drugs confiscated, 36 DNA / cellphone / canine warrants, and 24 residential search warrants.
- Recognized by the Chief of Police and by supervisor for leading community policing improvements that resulted in greater trust and outreach on the part of residents to support law enforcement efforts.
- Initiated body-cam and supervisor review strategies following the city's ACLU Collins Settlement that positioned the district as a leader in this trend.
- Reduced overtime costs and improved evening crime detection abilities by updating Late Power Hours policy.
- Held businesses accountable for law violations, which included suspending / revoking liquor and food licenses.

Police Lieutenant – Patrol Bureau / District 3: Early Shift

April 2018 – September 2020

Managed all shift operations, including oversight of 8 police sergeants and 73 officers. Provided leadership and guidance, initiated disciplinary action as warranted, and accessed resources to address various circumstances. Served as Acting Captain as needed.

- Determined overtime needs to optimize personnel use.
- Strengthened district's community engagement efforts by developing Community Liaison and Community Prosecution Units to forge deeper relationships with citizens, support local fundraising activities, and build neighborhood trust.
- Led district's Crime and Safety Meetings with CLO (Community Liaison Officers), probation and parole agents, district attorney representatives, community domestic abuse advocates, DNS, and other partners.
- Instilled positive work culture change and team orientation that substantially strengthened collaboration and camaraderie.

Police Lieutenant – Criminal Investigation Bureau / Sensitive Crimes Division (SCD): Early Shift

November 2017 – April 2018

Oversaw shift operations, including leadership for and management of 1 police sergeant, 6 detectives, and 4 police officers investigating sexual assaults of children and adults, child abuse and neglect, domestic violence, and missing criticals.

- Established Amber and Silver Alerts; worked with media to solicit public outreach and assistance with a sense of immediacy.

Police Lieutenant – Criminal Investigation Bureau / Sensitive Crimes Division (Continued)

- Provided consultation and advising services to other CIB units and Patrol Bureau personnel, collaborating as needed to solve cases.
- Led efforts to secure agreement with K-9 SOS for their services to help strengthen investigative outcomes.

Police Sergeant – Administration Bureau / Technical Communications Division (TCD): Day Shift July 2017 – November 2017
Supervised 27 dispatchers, DPR officers, and telecommunications personnel in managing responses to 9-1-1 calls from throughout the city and in directing police dispatching.

- Prioritized responses based on severity of need and circumstances. Ensured staff met strict deadlines and protocols for dispatching and that all documentation was handled properly and promptly. Assured compliance with guidelines for command staff notifications and alerts.
- Led creation and communication of police alerts via ShotSpotter and StarChase. Monitored various confidential technologies to support law enforcement efforts.
- Managed response to major dispatching CAD system failures, acting quickly to ensure uninterrupted service and operations.

Police Sergeant – Patrol Bureau / District 5: Day Shift

September 2014 – July 2017

Performed Desk Sergeant duties and supervised 6 police officers and 3 civilian workers in responding to wide range of service calls.

- Managed scheduling program (including training and vacation scheduling) for up to 43 employees, ensuring minimum staffing requirements were met at all times. Maintained XO Board and documentation.
- Wrote vehicle pursuit, use of force, squad accident, and forced entry reports, always submitted on a timely basis.
- Mentored and helped train a newly transferred lieutenant who had no previous experience in the Patrol Bureau.

Police Sergeant – Patrol Bureau / District 7: Late Shift

September 2011 – September 2014

Shift Commander (September 2013 – October 2013; September 2011 – February 2013)

Selected by 2 different captains to act as **Shift Commander** 2 separate times, holding full position authority in managing 4 police sergeants, up to 35 police officers, and 3 civilian employees in responding to wide range of calls in one of the city's busiest districts, with up to 158 CAD calls per shift. Performed Desk Sergeant duties.

- Provided leadership, developed strategy, and organized resources across various circumstances that included 2 officer-involved shootings, undercover operations, surveillance, crisis response, inter-department collaborations, and internal investigations.
- Oversaw shift personnel in assisting with on-site interrogations and interviewing witnesses, managed evidence collection, and worked closely with Criminal Investigation Bureau personnel and other teams to solve cases.
- Represented district at Compstat Meetings and reported performance measurement results.
- Helped foster 10% reduction of district's crime rate by directing analysis of crime data, identifying crime trends, strategically allocating personnel / resources, and setting an appropriate leadership tone.
- Mentored and helped train 2 new shift commanders who later became captains.

Police Sergeant – Patrol Bureau / District 4: Late Shift

May 2007 – September 2011

Supervised up to 8 officers each shift; completed patrol duty, desk duty, and other assignments. Assigned new officers to mentor, 100% of whom successfully completed their probationary periods.

Police Officer – Patrol Bureau / District 1: Late Shift (1998-2007); District 3: Day Shift (2007)

January 1998 – May 2007

Earned Certificate of Meritorious Arrest for role in apprehending armed robbery suspect (2002); led to conviction. Recognized by Letter of Commendation for participation in Vice Control Division's Anti-Prostitution Operation (2004), which resulted in 150 arrests.

Recruit Officer – Administration Bureau / District 1: Day Shift

May 1997 – January 1998

Education

BACHELOR OF SCIENCE DEGREE IN CRIMINAL JUSTICE / SOCIOLOGY MINOR: University of Wisconsin – Oshkosh 1997

- Phi Beta Sigma Fraternity Member: Milwaukee Alumni Chapter Treasurer since 2014; previously held President, Vice President, and Financial Secretary positions

Key Training Programs & Courses

FBI-LEEDA Executive Leadership Institute (ELI) – FBI Law Enforcement Executive Development Association	2020
FBI-LEEDA Command Leadership Institute (CLI) – FBI Law Enforcement Executive Development Association	2020
ISC / EOC Interface – MPD (Milwaukee Police Department)	2020
Crisis Intervention Team (CIT) – MPD	2018
Trauma-Informed – Milwaukee Community Justice Council	2017
Core Competencies for Supervisors – Virginia Center for Leadership Training	2014
Communication Strategies for Supervisors – MPD	2014
Leadership in Police Organization – International Association of Chiefs of Police	2010
High-Impact Police Leadership – MPD	2009
Supervision of Police Personnel (3 cr.) – Northwestern University Center for Public Safety	2008
Ethics & Integrity Leadership – MPD	2008
Supervisory Development Training – MPD	2007
Milwaukee Police Department Training Academy	1997

Certifications

Milwaukee Police Department	
Patrol Rifle Operator	2009
Taser	2004, 2005
Laser	2000
Intoximeter Operator	Since 2003
Commissioned as Notary Public since 2007	

Community Volunteer Leadership

Board of Directors Member: Near West Side Partners (NWSP)	Since 2020
Football Coach: Athletes for Youth / Brotherhood of Black Professional Firefighters	1998 – 2013